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Wendy Fraser, Marie Brisson



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Rowe,2014-05-14 This book contains the concepts and methods that have helped officers at all ranks be successful in local county state and federal law enforcement assessment centers across the country The unique perspective provided by the author OCo who during a thirty three year police career was assessed served as an assessor and as an assessment company liaison and now develops assessment centers and teaches assessment preparation seminars OCo makes this in depth guide invaluable for promotional process preparation The book provides insights not found elsewhere and presents them in an informative entertaining and encouraging way Readers will develop personal plans of action for doing their best in an assessment center on the job and at every career stage Every section OCo from the history of the process to thought structuring aids that are easy to remember and use OCo contains principles concepts and practical application guidelines that will increase assessment scores and improve job effectiveness This book will help candidates gain high levels of knowledge and show it when it matters most Those tasked with developing a promotional assessment will find the book an excellent resource for helping them understand the process and for learning how to structure an assessment center to test high levels of abilities This book is extensively researched contains real life testing scenarios and is based on established supervisory and managerial concepts plus valid testing and performance techniques Current Research in Library & Information Science ,1984

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Mastering the Assessment Center Process Linsey C.

Willis,2021-08-09 The Assessment Center process is the best method for identifying management potential in candidates and whether they can demonstrate a talent for planning and organizing and possess the necessary judgment communication skills and decision making ability to move up the ranks Many candidates do possess these abilities but they have not learned how to apply them This book will teach you how to use all your potential Law enforcement officers are often confused afraid nervous or just plain curious about what they will experience when they go through the process Most books on the assessment center process cover primarily its history the skill dimensions a description of the process and provide a few sample exercises What makes this book different is that it provides an experiential approach to preparing for an assessment center by including numerous practice exercises experiential learning role player scripts sample detailed Assessor Guides and information from an experienced professional who has a 360 degree view of assessment center processes By practicing these exercises the reader will learn a great deal about their potential and abilities The organization of this book starts with the notorious challenging perplexing incorrectly defined and life changing in basket exercise The author has many years of experience with in baskets which has included providing feedback to candidates and training assessors Many of the essential

sample exercises and components of the in basket exercise are included in this book and have been used in past assessment center processes or in customized exercises This second edition also includes a new chapter on The Future of Policing Exercises and several new exercises have been included in the Exhibits Appendix After reading the sample exercises and commentary contained herein you will be convinced that your time and money have been well spent Why Because you will have practiced the exercises herein and beyond just reading about the assessment center process you will have learned about many of the most important components of the process

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